



Cross Cultures Whistleblower Policy

Secure whistleblower email address: whistleblower@ccpa.eu

1. Introduction and Purpose

Cross Cultures' whistleblower scheme aims to ensure that a whistleblower can report violations or potential violations related to the organisation in confidence and without fear of retaliation in accordance with the law protecting whistleblowers.

2. Who Processes the Reports?

The organisation's whistleblower unit processes reports to the Cross Cultures whistleblower scheme. This unit comprises designated officials within the Alliance whose contact information is available upon request.

Anders Levinsen, Director: anders@ccpa.eu

Stina Wahl, Financial Manager: stina@ccpa.eu

3. What Can Be Reported?

3.1 Cross Cultures' whistleblower scheme can be used to report severe legal violations or other serious matters such as:

- Breaches of confidentiality
- Misuse of funds
- Theft
- Fraud
- Embezzlement
- Bribery
- Violations of workplace safety
- Any form of sexual harassment
- Severe harassment, such as bullying, violence, and discrimination based on race, political, or religious affiliation
- Deliberate misinformation



- Tax law violations Additionally, violations of EU law within the scope of the whistleblower directive, such as:
- Money laundering
- Product safety and compliance
- Environmental protection
- Public health
- Consumer protection
- Privacy and data protection
- Security of network and information systems.3.2 Information, including reasonable suspicions, about actual or potential violations or serious matters as defined in 3.1, which have occurred or are likely to occur within Cross Cultures can be reported, as can attempts to conceal such violations.

4. Who Can Use the Scheme?

4.1 The following groups can use the Cross Cultures whistleblower scheme:

- Employees and former employees
- Partners and donors
- All attendees from Open Fun Football Schools and Youth Leadership Educations
- Parents of the children/youth
- Volunteers and leaders (board members, committee members, coaches, and other volunteers).

5. Reporting Content – Description of What is Being Reported

5.1 When investigating a report, it's crucial for the whistleblower to describe the matter as clearly as possible. Vague or unspecified reports with broad accusations that are not detailed cannot be adequately investigated.

6. How Can Reports Be Made?

6.1 Reports can be made in confidence by providing the whistleblower's name and contact details to the organisation's secure whistleblower email address: whistleblower@ccpa.eu

7. Whistleblower Unit's Processing of Reports

7.1 Cross Cultures' whistleblower unit will receive and evaluate the report's relevance to the scheme's scope, confirm receipt within seven days, and provide feedback



within three months detailing any actions taken or planned.

8. Confidentiality and Basis for Processing

8.1 Employees associated with the whistleblower unit are under strict confidentiality regarding the information in the reports. This confidentiality does not cover information obtained during an investigation initiated by a report. 8.2 All reports are fully handled confidentially and in compliance with the rules of the whistleblower law and data protection regulations.

9. Protection of the Whistleblower

9.1 A whistleblower is protected against retaliation, including threats or revenge attempts, for reporting to the whistleblower unit or an external body, per the whistleblower law.